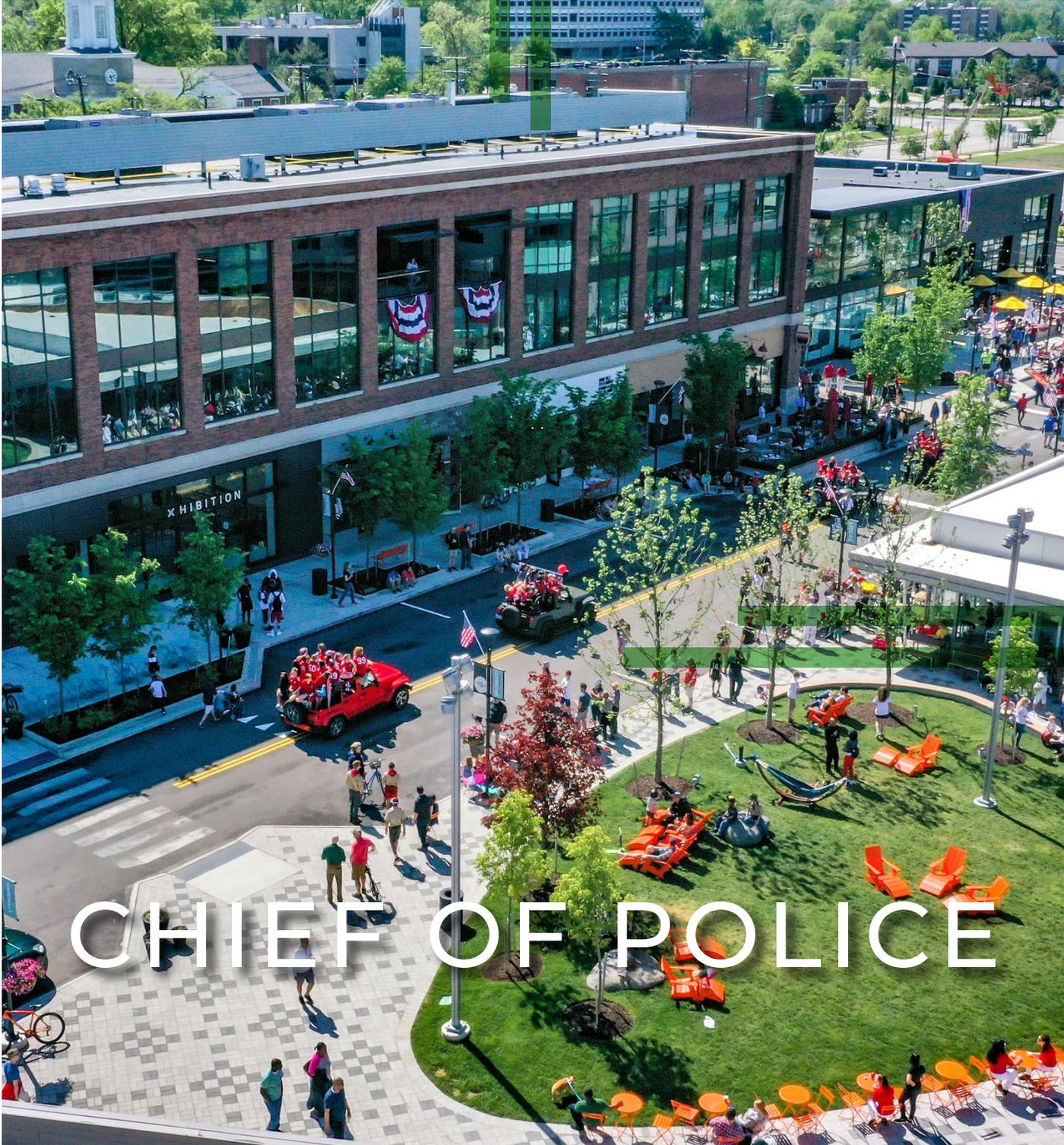


**A NATIONAL SEARCH**  
is underway for a new Police Chief

**Shaker Heights, Ohio**



**CHIEF OF POLICE**

# THE CITY OF SHAKER HEIGHTS, OH



## THE **01.** OPPORTUNITY



**SHAKER  
HEIGHTS**

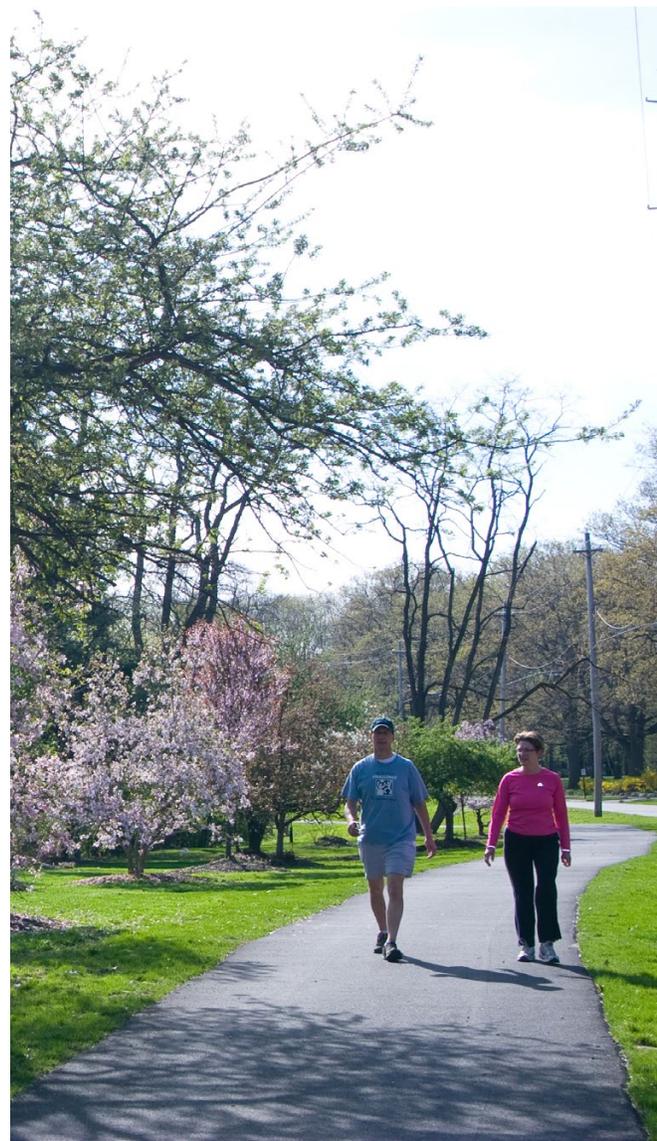
**A national search is underway to attract an exceptionally well-qualified candidate to serve as chief of police for the City of Shaker Heights, Ohio.**

This is an incredible opportunity to lead the police department for this sophisticated, progressive and diverse community bordering the city of Cleveland. The successful candidate will cultivate relationships across city government and the community, build trust, create partnerships, ensure equitable enforcement of laws, and maintain a high level of transparency and accountability. Shaker residents look forward to welcoming as chief a public servant who is accomplished and open to diverse viewpoints and is well prepared to work together with the community to address public safety concerns.

This moment comes following a historic nationwide reckoning about systemic bias, the role of police, and best approaches to mental health after more than two years of a pandemic. The Shaker Heights Police Department and City government are well poised to meet these challenges, with policies, structures and activities in place that involve the community and address social concerns. As examples:

- The pilot Mental Health Response Team, through which a mental health professional is embedded with the police and fire departments

- Collaboration with high school student groups to promote safe youth/police interactions
- Partnering with the City Recreation Department to offer youth activities such as “Climb with a Cop” at the local rock climbing gym
- Citizen’s Police Academy, a 10-week course intended to raise residents’ awareness of police procedures and programs



# CITY **02.** GOVERNMENT

## **The City of Shaker Heights operates in a strong mayor form of governance.**

The City Charter, adopted in 1931 and revised in 1974, 1986 and 1999, provides for a mayor and seven members of the City Council, elected on a non-partisan, at-large basis for four years. Terms are staggered, with the mayor and four Council members selected at one election and three Council members at the next. The mayor, as the chief executive of the city, sets strategy and direction for the city and works with the City Council on a variety of legislative matters.

The mayor appoints all department heads, including the chief of police. Like other department heads, the chief of police is an at-will employee who serves at the pleasure of the mayor. All department heads report to the chief administrative officer (CAO) and the chief of police and fire chief also report to the mayor, in the mayor's capacity as the public safety director.





# 03. THE COMMUNITY

**Shaker Heights is a city in Cuyahoga County, with a population of just under 30,000 residents living within 6.28 square miles.**

Shaker Heights is an inner-ring suburb of Cleveland with light rail access to downtown Cleveland's office buildings, restaurants, theatre district, museums and professional sports stadiums. Established in 1909 and incorporated as a village in 1912, Shaker Heights is the best place to live in Greater Cleveland, according to a Niche.com, which considered factors including schools, housing, diversity, and activities. Northeast Ohio Parent magazine recently rated Shaker Heights the "Best Town to Raise a Family."

Living in Shaker Heights provides residents with a suburban feel, with all the amenities offered in a large metropolitan area. Shaker Heights schools

are known for their commitment to learning and innovation. The city school district was the first in the Cleveland area, and the 8th in the entire nation to offer International Baccalaureate Program courses for students. Additionally, the district's high school offers several Advanced Placement courses, ensuring that students are well prepared for higher education opportunities. The city also is very diverse, with a population breakdown of 55.0% White, 37.1% African American, 0.1% Native American, 4.6% Asian, 0.6% from other races, and 2.7% from two or more races. Hispanic or Latino of any race were 2.2% of the population.



There is plenty to do in Shaker Heights. If you like history, you can visit the Shaker Historical Society Museum. If you like parks, fitness and outdoor adventures, visit the Shaker Rocks rock climbing gym, Nature Center at Shaker Lakes, Horseshoe Lake Park, and Thornton Park. Nearby are the Cleveland Metroparks (more than 24,000 acres),

the Cuyahoga Valley National Park (more than 32,000 acres), and numerous walking and biking trails in both urban and rural areas. Restaurants for every occasion can be found in the Van Aken District, which is your one-stop destination for the best in local and regional lifestyle brands with local entrepreneurs and artisans.



## CITY OF SHAKER HEIGHTS:

### Vision

Shaker Heights is a forward thinking community defined by its open and welcoming spirit and enlivened by the diversity of its residents, employees and businesses. We are known for unparalleled natural and architectural beauty, superior services, and a dedicated workforce. Shaker Heights is a place of lifelong learning and opportunity for all where new ideas and perspectives keep our community thriving and vital, today and for generations to come.



# THE POLICE DEPARTMENT 04.

**The Shaker Heights Police Department is a CALEA accredited (Commission on Accreditation for Law Enforcement Agencies) law enforcement agency with an authorized force of 64 sworn officers, and 38 support and part-time personnel.**

With a 2022 Budget of \$11.5 million, SHPD partners with various stakeholders, to support community safety and security through crime prevention, traffic safety, and criminal investigation, while creating a work environment that recruits, trains, and develops outstanding employees.

The Department is comprised of the Office of the Chief of Police and two bureaus: the Uniform Bureau and Support Services Bureau. The Department is structured to be responsive, promote a safe and secure environment, and educate residents on crime prevention. Police work in one of the two Bureaus led by a Police Commander.

- This **Office of the Chief of Police** is responsible for the overall operation and administration of the Police Department
- The **Support Services Bureau** is responsible for maintaining the Department's accredited status, records, investigations, internal affairs, training, and recruitment
- The **Uniform Bureau** includes uniformed patrol officers who are the most visible members of the police department and provide 24/7 service to the community

The SHPD, under the leadership of the current chief, initiated several reform-driven reviews and updates to its policies in partnership with the community.

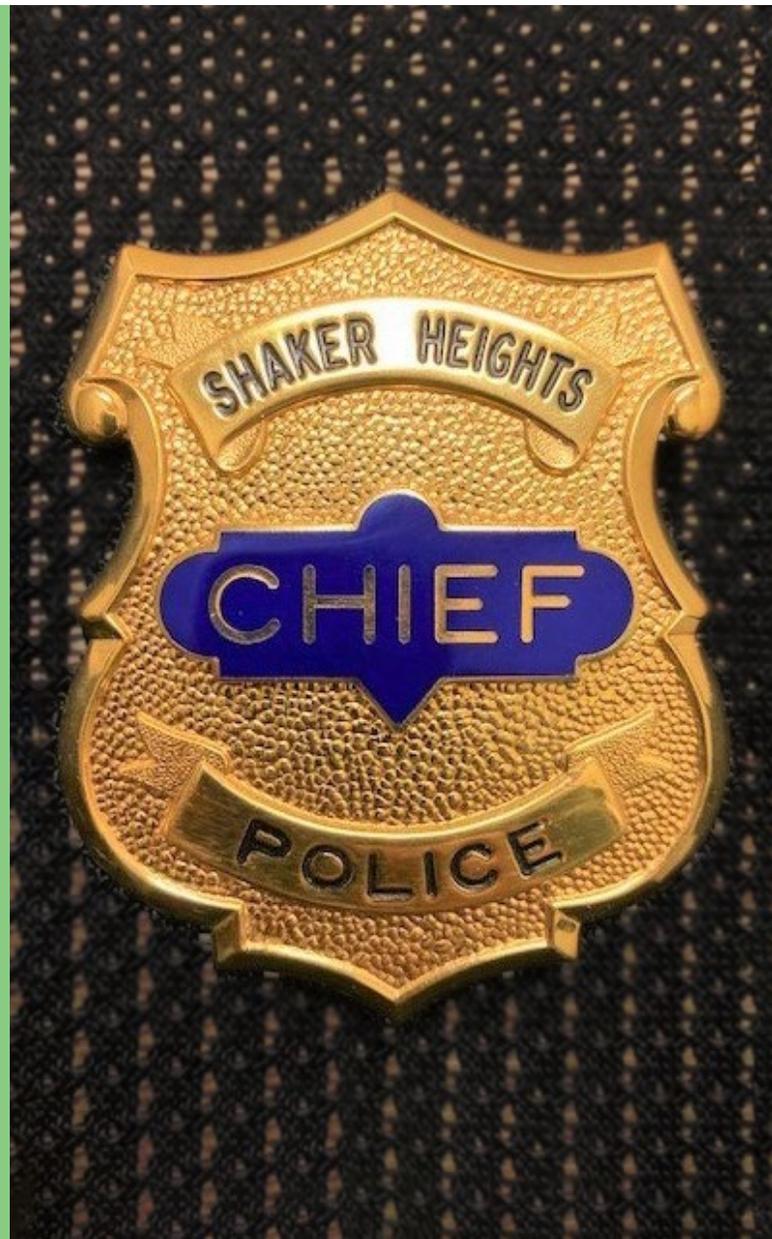
**These include but are not limited to:**

- Community involved town hall conversations around policing and policing policy.
- Receiving an updated “complete compliance report” from the Commission on Accreditation for Law Enforcement Agencies (CALEA).
- Providing Crime Prevention Education, including Security Surveys of Homes and Businesses.
- Citizen's Police Academy
- Revisions to Department's Use of Force Policy including the Introduction of De-Escalation Training and Eliminating Chokeholds except in Life-Threatening Situations
- Institution of Duty to Intervene Policy and Training
- Creation of a Police Policy Review and Reform matrix (PDF)
- Diversity, Equity and Inclusion Training
- Rendering Police Aide Following Police Actions
- A pilot Mental Health Response Team that Integrates Social Workers with Police Responses (noted above)

## SHAKER HEIGHTS POLICE DEPARTMENT

### MISSION

In partnership with our community, strive to ensure safety and security through crime prevention, traffic safety, and criminal investigation, while creating a work environment that recruits, trains, and develops outstanding employees.



# IDEAL 05. CANDIDATE

**The chief of police must be an experienced law enforcement executive who will inspire confidence and trust from the community and earn the respect of both sworn and civilian employees.**

The chief will have an exceptional career history implementing 21st century policing strategies and a reputation for being open-minded, respectful of different viewpoints, collaborative, forward-thinking, and straight-forward, while possessing the courage to confront modern-day police challenges with humility and diplomacy.

The chief will be expected to quickly identify issues, develop solutions, and implement changes while working collaboratively with the Mayor's Office, other department heads, community stakeholders, and, when appropriate, the police unions.



The chief will prioritize collaboration across government agencies, non-government organizations and the business community to deliver integrated public safety services. The chief will build trust and confidence in police through robust youth intervention, active participation in community events, and continuous engagement with the community. He or she will set clear and strategic goals and objectives for SHPD to reduce violent crime, reduce property crime, and enhance traffic and school safety. The chief will maintain high standards for both transparency and procedural justice inside and outside of the Department, understanding that transparency, openness, and fairness are the foundations of building trust.

The next chief will be a skilled communicator capable of delivering complex and often politically sensitive messages to diverse audiences. The top candidate will be an individual with high integrity, who leads by example, is patient, thoughtful, respectful, honest, and ethical. The chief of police will be a good listener, promote diversity, equity and inclusion, demand excellence, hold everyone including himself/herself accountable for delivering fair, impartial, compassionate, and state-of-the-art policing services to the community, and embody this philosophy at all levels of the Department, from the rank and file to his/her command staff.





# THE POSITION.

The chief provides executive oversight over all work related to planning, organizing, and directing police operations, ensuring that laws, regulations and procedures are followed; presenting directives and reports; ability to analyze complex police problems and situations and to adopt quick, effective, and reasonable courses of action; developing and overseeing the departmental budget; maintaining records and files; recruitment and retention; training; developing and maintaining relationships; and the ability to establish and maintain effective working relationships with associates, business and community groups, contractors, court officials, criminal justice agencies, elected officials, governmental agencies, law enforcement and legal representatives, and the general public.



# QUALIFYING CRITERIA 07.

## Education

Bachelor's degree with coursework in public administration, criminal justice, or related field and extensive experience in law enforcement administration and operations management, or equivalent combination of education and experience. A master's degree is desirable. Graduation from the FBI National Academy, PERF - Senior Management Institute for Police, Southern Police Institute Command Officers Development Course and/or Administrative Officers Course, Northwestern Center for Public Safety Police Staff and Command School, or Police Executive Leadership College is preferred.

While the City of Shaker Heights reserves the right to utilize equivalencies when deemed appropriate, the following experience is preferred:

## Experience

- Ten (10) years of experience as a police officer, at least four (4) years of which must be in a supervisory capacity.
- The most competitive candidates will have experience in senior executive assignments, management of community policing efforts, or internal affairs.
- Experience in a similar size or larger agency is a plus.
- Candidates must have a demonstrated track record of working effectively in an urban environment with a culturally and ethnically diverse community.
- Experience should also include developing and implementing strategies that have led to comprehensive organizational improvements.



### Special Requirements

- Obtain Peace Officer Basic Training Academy Certificate approved by the Ohio Peace Officer Training Commission (OPOTC) within one year of hire
- May require possession of, or ability to obtain, specific licenses and/or certifications depending on departmental assignment
- Must meet and maintain all training and education requirements for the position



## COMPENSATION AND BENEFITS

This at-will position will have a competitive market rate salary augmented by an excellent benefits package. Further details on compensation and benefits may be obtained through Public Sector Search & Consulting, Inc.



# NOMINATION AND APPLICATION PROCEDURES

# 08.



## APPLY TODAY!

This is a confidential process. Candidates are strongly encouraged to apply by September 30, 2022. Electronic submittals should include a compelling cover letter, comprehensive resume and list of references and should be sent to [apply@publicsectorsearch.com](mailto:apply@publicsectorsearch.com).

The Mayor's Screening Committee will narrow the pool of candidates and the most qualified will be invited to participate in the selection process. Upon selection, an offer, contingent on detailed background check, will follow. Ideally, the new chief of police will join the City of Shaker Heights in January 2023 or on a mutually agreed upon date.

## APPLY WITH CONFIDENCE

Confidential inquiries and questions regarding this career opportunity should be directed to:

### Public Sector Search & Consulting, Inc.

916.789.9990 (office)

[www.publicsectorsearch.com](http://www.publicsectorsearch.com)

#### Joseph J. Lestrangle, PhD, (Division Chief, Ret.), Sr. Consultant

[joseph@publicsectorsearch.com](mailto:joseph@publicsectorsearch.com)

Mobile (347) 992-8750 Office (916) 789-9990

Or

#### Mr. Gary Peterson (Chief of Police, Ret.), President/CEO

[gary@publicsectorsearch.com](mailto:gary@publicsectorsearch.com)

Mobile (916) 622-5323 Office (916) 789-9990



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## ADDRESS

6520 Lonetree Blvd.  
Suite 1040  
Rocklin, CA 95765

## PHONE & FAX

Phone (916) 789-9990  
Fax (916) 290-0201

## WEB & EMAIL

Email [info@publicsectorsearch.com](mailto:info@publicsectorsearch.com)  
[gary@publicsectorsearch.com](mailto:gary@publicsectorsearch.com)  
Web [publicsectorsearch.com](http://publicsectorsearch.com)

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